**Gender Pay Gap Report**

Fresenius Kabi UK is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2022.

* The mean gender pay gap for Fresenius Kabi UK is 3.7%
* The median gender pay gap for Fresenius Kabi UK is -12.4%
* The mean gender bonus gap for Fresenius Kabi UK is 22.5%
* The median gender bonus gap for Fresenius Kabi UK is 41.1%
* The proportion of male employees in Fresenius Kabi UK receiving a bonus is 88.6% and the proportion of female employees receiving a bonus is 81.7%

**Pay Quartiles by Gender**

**Band A**

Males 42.62%

Females 57.38%

Includes all employees whose standard hourly rate places them in the upper pay quarter

**Band B**

Males 18.91%

Females 81.09%

Includes all employees whose standard hourly rate places them in the upper middle pay quarter

**Band C**

Males 47.26%

Females 52.74%

Includes all employees whose standard hourly rate places them in the lower middle pay quarter

**Band D**

Male 39.50%

Females 60.50%

Includes all employees whose standard hourly rate places them in the lower pay quarter.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Fresenius Kabi UK is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Fresenius Kabi UK is therefore confident that its gender pay group does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Mikko Tiitinen, Managing Director (UK and Ireland), Fresenius Kabi UK. Confirm that the information in this statement is accurate.